

June 16, 2010

To: City Councilmember Tom Rasmussen, Chair
Transportation Committee

From: Peter Hahn, Director

Subject: Seattle Department of Transportation (SDOT) presentation on the 2010 Race and Social Justice Initiative Work Plan

I am looking forward to sharing SDOT's Race and Social Justice Work Plan with your committee on June 22, 2010.

Despite our difficult financial environment and increasing constituent needs, I am pleased that RSJI continues to be a priority, not only for the Mayor, but for City Council as well. The use of the RSJI Budget Filter and the Racial Equity Toolkit in making policy, program, and budget decisions is more important than ever in our current environment. Eliminating race-based inequities in our city is difficult work and requires a sustained effort. Your shared commitment and support are critical to our success.

SDOT has been working on RSJI since 2006. Although we will be focusing on our 2010 work plan at the Committee meeting, I also wanted to share some of our accomplishments from previous years:

- We have implemented a new approach to equity analysis, first used in the Pedestrian Master Plan, which we believe to be ground breaking. This approach identifies where improvements would serve people with the greatest needs.
- We have accomplished a significant increase in women and minority owned business enterprises (WMBE) contracting for goods & services. SDOT has seen a **233%** increase in WMBE contracting for goods and services since we began tracking in 2003, **starting at 6.1% in 2003 and ending 2009 at 20.33%**.
- SDOT has incorporated a distinct RSJI category in year-end Performance Evaluations for all employees, and woven this within other elements of the evaluation as well.
- We continue to implement annual accountability agreements between director and senior management, inclusive of at least one RSJI priority.

The attached table describes our major accomplishments thus far in 2010, as well as some of our challenges. Because of limited time, we won't be able to cover this information in detail, but we would like to highlight the following efforts:

- Workforce Equity – Growing emphasis on providing SDOT employees with training and tools for increasing skills for their current jobs and advancement. A subcommittee has studied workforce equity issues and is beginning to implement several projects to increase access to job information and training.



- Contracting Equity - SDOT continues to increase WMBE/Historically Underutilized Businesses (HUB) participation in both consultant and Consultant Roster contracts. This year, we will emphasize training more SDOT employees in the tools available to increase WMBE participation.
- City Employee Knowledge and Tools – Providing greater opportunities for SDOT employee capacity building. We publish a quarterly SDOT RSJI newsletter, and organize and host monthly RSJ Lunch and Learn sessions.
- Outreach & Public Engagement – We continue to hold intra-departmental monthly meetings to coordinate outreach and engagement strategies. Presented at the April RSJ Summit—Translating Theory into Practice.
- RSJI Best Practices Criteria - RSJ Budget Filter training was delivered by our budget staff to managers using the SOCR's budget toolkit. This also includes training some employees to be trainers.
- Immigrant & Refugee Action Plan – Back-up staff have been trained on SDOT Language Line procedures as a way to increase and strengthen service delivery to residents with limited English proficiency.
- Community race-based disparities - We continue to train staff on various ways to reach the limited English-speaking community more creatively and effectively.

I look forward to sharing our work with you and strategizing with the Committee about how we can collectively continue to work for racial equity.

Cc: SDOT Change Team
SOCR – Julie Nelson, Glenn Harris and Brenda Anibarro